Program Review

Summary and Reflections with Unit Goals, Action Plans, and Updates

Instructional Program - Medical Assisting (MEDA)

2022 - 2027

Executive Summary

Describe the successes and challenges your unit has faced since the last comprehensive review.
Enrollment to the MA Program has remained steady. The program success rate has rose since the last review and is now at 94%.
The MA Program did show improvement in student performance for Black/African American students in the last academic year however there is still an overall program completion equity gap of 3.2%.

If applicable, describe any major curricular or service changes your unit has engaged in and the impact of those changes since the last comprehensive review.

If applicable, describe the impact of any new resources (human, fiscal, etc) on the unit and/or action plan implementation.

If you assess OUTCOMES, please confirm that the outcomes have been reviewed for accuracy. If you do not assess Outcomes, skip this question.
Reviewed Not Accurate - Update In Progress

Related Documents for Charts and Graphs

Executive Summary Complete
Yes

Data Reflection

Trends observed in program/service area's data.
According to the United States Bureau of Labor Statistics, the Medical Assisting position has one of the highest predicted job growth by 2031. The MA projected employment in San Diego is estimated to have a 17% increase. There is a projected employment of 117,800. The latest data shows 743,500 employment with a projected need of 861,300.
Enrollment to the MA program has been consistent for the last two academic years. The enrollment for the 2022-2023 cohort is 25 students. The 2020-2021 cohort had 26 students enrolled.
According to the program dashboards, in the 2021-2022 academic year, the MA Program has a 94% program success rate. This is higher than the success rate for the previous academic year 2020-2021 where it was 87%.

Describe any equity gaps in the data. Are there differences and/or patterns observed by demographics (e.g.race/ethnicity, gender, age, etc.)
According to the program dashboards in the 2020-2021 academic year, the MA program has an equity gap of 5.0% for female students, 10.6% for Black/African American, 3.6% for Latinx students and 7.0% for 1st generation students, all of which show a disproportionate impact.

The MA program did show improvement in student performance for Black/African American students in the last academic year however there is still an overall program completion equity gap of 3.2%. Students receiving DSPS services have an equity gap of 6.7% however no longer show as a disproportionate impact.

Related Documents for Charts and Graphs

Describe the discussion(s) that took place about the unit's learning outcomes assessment data.
Conversations ongoing

Data Reflection Complete
Yes

Practice Reflection

Describe current practices your program/service area has engaged in that you believe impact the above data trends and equity gaps.
Curriculum review and changes per recommendations made by industry professionals at bi-yearly program advisory committee meetings. Textbook updates for medical terminology and pathophysiology courses. Introduction and institution of new learning management system called Connect for medical terminology.

What other factors (internal or external) might also impact the above data trends and equity gaps?
Hiring additional FTE.
Retention and hiring of MEDA adjuncts.
Updating antiquated equipment such as sterilizers, blood pressure cuffs, electrocardiogram machines.
According to the US Bureau of Labor Statistics, the Medical Assisting position has one of the highest predicted job growth by 2031 of 17%.

Related Documents for Charts and Graphs

Practice Reflection Complete
Yes

Mid-Cycle Updates

YEAR 2 Updates (2023 - 2024)

Provide any edits or updates to the prompts originally documented in the Executive Summary section for Year 2.
Enrollment to the MA Program has remained steady. The program success rate has also remained steady.
The MA Program continues to show improvement in student performance for Black/African American students in the last academic year. The equity gap is closing.

Provide any edits or updates to the prompts originally documented in the Data Reflection section for Year 2.
According to the United States Bureau of Labor Statistics, the Medical Assisting position has one of the highest predicted job growth by 2031. The MA projected employment in San Diego is estimated to remain the same-- a 17% increase. There is a projected employment of 117,800. The latest data shows 743,500 employment with a projected need of 861,300.
Enrollment to the MA program has been consistent for the last two academic years. The enrollment for the 2023-2024 cohort is 24 students. The 2022-2023 cohort had 25 students enrolled.
According to the program dashboards, in the 2022-2023 academic year, the MA Program has a 94% program success rate. This success rate is consistent compared to the previous academic year 2021-2022.

Review Outcomes Report. Review the unit's outcomes assessment process for 2022 - 2023. Discuss connections to unit goals/action plans/resource requests.
Conversations continuing.

Provide any edits or updates to the prompts originally documented in the Practice Reflection section for Year 2.
Curricula changes in progress. Meeting with industry leaders to evaluate possible changes to curricula.

YEAR 3 Updates (2024 - 2025)

Provide any edits or updates to the prompts originally documented in the Executive Summary section for Year 3.
Enrollment to and success in the MA Program has remained steady.
There has been a significant increase in the number of graduates who attempt/pass the national exam for MAs (CMA or RMA).

Provide any edits or updates to the prompts originally documented in the Data Reflection section for Year 3.
When comparing 2022/2023 to 2023/2024 data:
Increase from 51% to 55% in students ages 18-24 and 34.7% to 38.8% for Latinx students
Decrease in students pursuing AS degree from 38.8% to 34.7%
Decrease in Asian and Filipino students enrolled in MA program.
According to the latest data from the United States Bureau of Labor Statistics, Medical Assisting is projected to grow 15 percent from 2022 to 2023, much faster than the average for all occupations. About 119,800 openings for medical assistants

are projected each year, on average, over the decade. Many of those openings are expected to result from the need to replace workers who transfer to different occupations or exit the labor force, such as to retire. The latest data shows 783,900 employment which is an increase of 118,000.
There were purchases of multiple equipment. The impact of new medical equipment goes beyond just providing students with hands-on experience. It enhances learning, improves patient safety, supports research and innovation, and ensures that future medical assistants are well-equipped to handle the challenges of modern medicine. This investment ultimately contributes to better healthcare delivery, as students who train with the latest technologies are better prepared to meet the evolving demands of the medical field.
More graduates have obtained employment from the previous year.

Review Outcomes Report. Review the unit's outcomes assessment process for 2023 - 2024. Discuss connections to unit goals/action plans/resource requests.
Equity gaps of 3.9% for Black/African American, 1.7% for Latinx, and 2.4% for White students, 4.3% for Male students; which do not show a disproportionate impact
Equity gap of 3.4% for Non-DSPS recipient, 3.2% Non-veteran/Active Military; which do show disproportionate impact.
Meeting with industry leaders to evaluate possible changes to curricula. There are no resource requests at this time. Outdated equipment were purchased the prior year to assist students with required skills.

Provide any edits or updates to the prompts originally documented in the Practice Reflection section for Year 3.
Curricula changes were made to program courses per recommendations from industry leaders, will evaluate student success in courses with new textbook updates and introduction of LMS,
The program works with students to ensure clinical placements are close to home or work to reduce the cost of gas and time traveling to and from clinical.
Frequent community outreach, data informed unit dialogue, professional learning are also current practices.

YEAR 4 Updates (2025 - 2026)
Provide any edits or updates to the prompts originally documented in the Executive Summary section for Year 4.
Enrollment to and success in the MA Program has remained steady for 2025-2026.
There has been a significant increase in the number of graduates who attempt/pass the national exam for MAs (CMA or RMA), due to available funding and outreach.

Provide any edits or updates to the prompts originally documented in the Data Reflection section for Year 4.
Students accepted to the MEDA program met or exceeded goals with 95% or higher. MEDA 55, 110, and 115 have lower success rates (as low as 85%). These courses are prerequisites courses for MEDA and other allied health programs.
There is an increase in the number of students attempting the CMA or RMA.
There continues to be a need for medical assistants locally, statewide, and nationally. According to the latest data from the United States Bureau of Labor Statistics, Medical Assisting is projected to grow 12 percent from 2023 to 2034, much faster than the average for all occupations. This is a slight decrease from the previous cycle at 15%.

Review Outcomes Report. Review the unit's outcomes assessment process for 2024 - 2025. Discuss connections to unit goals/action plans/resource requests.
Equity gaps for Black/African American, Latinx, White remain steady. Equity gap for male students no longer show a disproportionate impact.
We continue to meet with industry leaders to evaluate our curriucla. Frequent meetings with book publishers to provide lower cost or free materials for MEDA students.
Resource request at this time include replacement of antiquated gluteal injection models and Snellen charts. Also requesting funding to cover MEDA conferences for faculty.
All program courses except MEDA 55, 110, and 115 met or exceeded benchmark at 95% or higher for 2024-2025. These courses are prerequisites for MEDA and other allied health programs.

Provide any edits or updates to the prompts originally documented in the Practice Reflection section for Year 4.
Curricula changes continue to be made to program courses per recommendations from industry leaders. Noted improvement in knowledge retention since changing of textbook and introduction of new LMS. Will continue to evaluate student success in courses with new textbook updates and introduction of LMS.
The program continues to work with students to ensure clinical placements are close to home or work to reduce the cost of gas and time traveling to and from clinical. The program will look to meet students interest in specialty fields such as cardiology and neurology.
Frequent community outreach, data informed unit dialogue, professional learning are also current practices.

Summary and Reflection

YEAR 5 Updates (2026 - 2027)

Provide any edits or updates to the prompts originally documented in the Executive Summary section for Year 5.

Provide any edits or updates to the prompts originally documented in the Data Reflection section for Year 5.

Review Outcomes Report. Review the unit's outcomes assessment process for 2025 - 2026. Discuss connections to unit goals/action plans/resource requests.

Provide any edits or updates to the prompts originally documented in the Practice Reflection section for Year 5.

Unit Goals, Action Plans, and Updates

Goal 1: Create and leverage pathways and partnerships

Unit Goal: Goal 1: Create and leverage pathways and partnerships within the internal and community to eliminate barriers and provide support for students through to completion, and beyond to transfer and employment.

Goal Status: Active

Beginning Year: 2022 - 2023

Projected Completion Year: 2025 - 2026

Mapping
Mesa College Strategic Plan: Roadmap to Mesa2030:

- **Pathways and Partnerships - Objective 3:** Increase community engagement, experiential learning, integrated career planning, and workforce training to prepare students for future careers (✓)
- **Pathways and Partnerships - Objective 4:** Expand intersegmental pathways to create a seamless transition between Mesa and k-12, non-credit, Universities, and careers (✓)

Action Plans	Updates
Action Plan Status: Active **Action Plan:** Work in tandem with other allied health programs to provide services through community clinic **Action Plan Cycle:** 2025 - 2026, 2024 - 2025, 2023 - 2024, 2022 - 2023	**Submission Date**: 11/19/2025 **Action Plan Update**: Will continue to work with other allied health programs providing services through community clinic **Update Year**: 2025 - 2026 **Action Plan Progress**: On Track
	Submission Date: 02/02/2024 **Action Plan Update**: created and leveraging pathways and partnership with San Diego Unified School District Career College and Technical Education to students K-12 through panel discussions, outreach **Update Year**: 2023 - 2024 **Action Plan Progress**: On Track
	Submission Date: 02/02/2024 **Action Plan Update**: In conjunction with Student Health Services, medical assisting students provide medical services such as blood pressure readings and health education **Update Year**: 2023 - 2024 **Action Plan Progress**: On Track

Unit Goals, Action Plans, and Updates

Action Plans	Updates
Action Plan Status: Active **Action Plan:** Work with exercise science and sports department to provide medical assisting services **Action Plan Cycle:** 2025 - 2026, 2024 - 2025, 2023 - 2024, 2022 - 2023	**Submission Date**: 02/02/2024 **Action Plan Update**: Medical Assisting students providing skills such as ECG and vital signs during student athlete physicals for fall, winter and spring sports **Update Year**: 2025 - 2026 **Action Plan Progress**: On Track

Goal 2: Prioritize equity and excellence

Unit Goal: Goal 2: Prioritize equity and excellence by fostering innovation and high-quality, culturally relevant teaching/learning experiences with the priority on those practices that create parity in outcomes across racial/ethnic groups and all disproportionately impacted groups.

Goal Status: Active

Beginning Year: 2022 - 2023

Projected Completion Year: 2025 - 2026

Mapping
Mesa College Strategic Plan: Roadmap to Mesa2030:

- **Scholarship - Objective 3:** Assess impact of prerequisites and corequisites on student success and revise curriculum, as needed (✓)
- **Scholarship - Objective 4:** Expand the use of innovative and high-quality teaching, learning, and support practices that achieve equitable outcomes and increase student success (✓)

Action Plans	Updates
Action Plan Status: Active **Action Plan:** Attend trainings provided by campus and district on innovative practices that will achieve equitable outcomes and improve student success. **Action Plan Cycle:** 2025 - 2026, 2024 - 2025, 2023 - 2024, 2022 - 2023	**Submission Date**: 11/19/2025 **Action Plan Update**: Continue to attend trainings provided by campus and district on innovative practices that will achieve equitable outcomes and improve student success. **Update Year**: 2025 - 2026 **Action Plan Progress**: On Track
Action Plan Status: Active	**Submission Date**: 11/19/2025

Unit Goals, Action Plans, and Updates

Action Plans	Updates
Action Plan: Curricular changes due to data acquired from advisory committee meetings **Action Plan Cycle:** 2025 - 2026, 2024 - 2025, 2023 - 2024, 2022 - 2023	**Action Plan Update**: Continue to make curricular changes as needed from data acquired from industry/advisory meetings. **Update Year**: 2025 - 2026 **Action Plan Progress**: On Track

Goal 3: Institutionalize practices that clarify pathways to timely completion of program

Unit Goal: Goal 3: Institutionalize practices that clarify pathways to timely completion of program, with priority on those practices that create parity in outcomes across racial/ethnic groups and all disproportionately impacted groups.

Goal Status: Active

Beginning Year: 2022 - 2023

Projected Completion Year: 2025 - 2026

Mapping
Mesa College Strategic Plan: Roadmap to Mesa2030:

- **Completion - Objective 3:** Design and promote programs and services that intentionally target a reduction in equity gaps in completion outcomes (✓)
- **Completion - Objective 4:** Support students' access to resources to mitigate the impact caused by technological and basic needs insecurity (✓)

Action Plans	Updates
Action Plan Status: Active **Action Plan:** Highlight and refer students to relevant services **Action Plan Cycle:** 2025 - 2026, 2024 - 2025, 2023 - 2024, 2022 - 2023	**Submission Date**: 11/19/2025 **Action Plan Update**: Students have been referred to relevant services such as mental health, Mesa Impactship Program (MIP), and financial aid. **Update Year**: 2025 - 2026 **Action Plan Progress**: On Track
Action Plan Status: Active **Action Plan:** Program outreach at local high schools and campus and districtwide. **Action Plan Cycle:** 2025 - 2026, 2024 - 2025, 2023 - 2024, 2022 - 2023	**Submission Date**: 11/19/2025 **Action Plan Update**: Continue to outreach to local high schools and campus and districtwide. **Update Year**: 2025 - 2026 **Action Plan Progress**: On Track

Unit Goals, Action Plans, and Updates